

Notice to Employees Paid with Federal Grant Funds

(Including pass-through funds when the County is sub grantee)

Because you are paid in whole or in part with Federal grant funds (including pass-through funds when the County is a sub grantee), you are entitled to certain whistleblower protections. The “Pilot Program for Enhancement of Contractor Employee Whistleblower Protections” requires Harris County to provide this notice to you in writing.

Harris County may not discharge, demote, or otherwise discriminate against an employee as a reprisal for whistleblowing. “Whistleblowing” means making a disclosure that you reasonably believe is evidence of any of the following:

Gross mismanagement of a Federal contract or grant;

- A gross waste of Federal funds;
- An abuse of authority relating to a Federal contract or grant;
- A substantial and specific danger to public health or safety; or
- A violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract) or grant.

To be eligible for protection, a disclosure must be made to:

- A Member of Congress or a representative of a Congressional committee;
- An Inspector General;
- The Government Accountability Office;
- A Federal employee responsible for contract or grant oversight or management at the relevant agency;
- An official of the Department of Justice or other law enforcement agency;
- A court or grand jury; or
- A management official or other employee of the contractor, subcontractor, or grantee who has the responsibility to investigate, discover, or address misconduct.

Printed Name

Signature

Date